

Grantee Information

| | |
|----------------------|-------------|
| ID | 1771 |
| Grantee Name | KOOD-TV |
| City | Bunker Hill |
| State | KS |
| Licensee Type | Community |

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: [1.1](#)

Please enter the number of FULL-TIME TELEVISION and JOINT employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: [1.1](#)

| Major Job Category / Job Code / Joint Employee | African American Females | Hispanic Females | Native American Females | Asian/Pacific Females | White, Non-Hispanic Females | More Than One Race Females | Total |
|--|--------------------------|----------------------|-------------------------|-----------------------|-----------------------------|----------------------------|-------|
| Officials - 1000 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 1 | <input type="text"/> | 1 |
| Officials - 1000 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Managers - 2000 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Managers - 2000 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Professionals - 3000 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 2 | <input type="text"/> | 2 |
| Professionals - 3000 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Technicians - 4000 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Technicians - 4000 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Sales Workers - 4500 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 1 | <input type="text"/> | 1 |
| Sales Workers - 4500 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Office and Clerical - 5100 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 4 | <input type="text"/> | 4 |
| Office and Clerical - 5100 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Craftspersons (Skilled) - 5200 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Craftspersons (Skilled) - 5200 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Operatives (Semi-Skilled) - 5300 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Operatives (Semi-Skilled) - 5300 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Laborers (Unskilled) - 5400 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Laborers (Unskilled) - 5400 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Service Workers - 5500 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Service Workers - 5500 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Total | 0 | 0 | 0 | 0 | 8 | 0 | 8 |

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: [1.1](#)

| Major Job Category / Job Code / Joint Employee | African American Males | Hispanic Males | Native American Males | Asian/Pacific Males | White, Non-Hispanic Males | More Than One Race Males | Total |
|--|------------------------|----------------------|-----------------------|----------------------|---------------------------|--------------------------|-------|
| Officials - 1000 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Officials - 1000 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Managers - 2000 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 1 | <input type="text"/> | 1 |
| Managers - 2000 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Professionals - 3000 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 1 | <input type="text"/> | 1 |
| Professionals - 3000 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Technicians - 4000 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 1 | <input type="text"/> | 1 |
| Technicians - 4000 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Sales Workers - 4500 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 1 | <input type="text"/> | 1 |
| Sales Workers - 4500 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Office and Clerical - 5100 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |
| Office and Clerical - 5100 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 0 |

| | | | | | | | |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Craftspersons (Skilled) - 5200 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Craftspersons (Skilled) - 5200 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Operatives (Semi-Skilled) - 5300 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Operatives (Semi-Skilled) - 5300 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Laborers (Unskilled) - 5400 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Laborers (Unskilled) - 5400 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Service Workers - 5500 - TV Only | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Service Workers - 5500 - Joint | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Total | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="4"/> | <input type="text" value="0"/> | <input type="text" value="4"/> |

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: [1.1](#)

Major Job Category / Job Code

Persons with Disabilities

| | |
|--|--------------------------------|
| Officials - 1000 - TV Only | <input type="text"/> |
| Officials - 1000 - Joint | <input type="text"/> |
| Managers - 2000 - TV Only | <input type="text"/> |
| Managers - 2000 - Joint | <input type="text"/> |
| Professionals - 3000 - TV Only | <input type="text"/> |
| Professionals - 3000 - Joint | <input type="text"/> |
| Technicians - 4000 - TV Only | <input type="text"/> |
| Technicians - 4000 - Joint | <input type="text"/> |
| Sales Workers - 4500 - TV Only | <input type="text"/> |
| Sales Workers - 4500 - Joint | <input type="text"/> |
| Office and Clerical - 5100 - TV Only | <input type="text"/> |
| Office and Clerical - 5100 - Joint | <input type="text"/> |
| Craftspersons (Skilled) - 5200 - TV Only | <input type="text"/> |
| Craftspersons (Skilled) - 5200 - Joint | <input type="text"/> |
| Operatives (Semi-Skilled) - 5300 - TV Only | <input type="text"/> |
| Operatives (Semi-Skilled) - 5300 - Joint | <input type="text"/> |
| Laborers (Unskilled) - 5400 - TV Only | <input type="text"/> |
| Laborers (Unskilled) - 5400 - Joint | <input type="text"/> |
| Service Workers - 5500 - TV Only | <input type="text"/> |
| Service Workers - 5500 - Joint | <input type="text"/> |
| Total | <input type="text" value="0"/> |

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: [1.1](#)

Please enter the gender and ethnicity of each person with disabilities listed above (e.g. 1 African American female).

1.2 Major Programming Decision Makers

Jump to question: [1.2](#)

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

1.2 Major Programming Decision Makers

Jump to question: [1.2](#)

| | African American | Hispanic | Native American | Asian/Pacific | White, Non-Hispanic | More Than One Race | Total |
|--|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Female Major Programming Decision Makers | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="2"/> | <input type="text"/> | <input type="text" value="2"/> |
| Male Major Programming Decision Makers | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Total | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="2"/> | <input type="text" value="0"/> | <input type="text" value="2"/> |

1.2 Major Programming Decision Makers

Jump to question: [1.2](#)

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

1.3 Employment of Part-Time Television and Joint Employees

Jump to question: [1.3](#)

Please enter the number of PART-TIME employees, both TV-only and Joint, in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

1.3 Employment of Part-Time Television and Joint Employees

Jump to question: [1.3](#)

| Major Job Category / Job Code | African American Females | Hispanic Females | Native American Females | Asian/Pacific Females | White, Non-Hispanic Females | More Than One Race Females | Total |
|----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Officials - 1000 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Managers - 2000 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Professionals - 3000 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Technicians - 4000 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Sales Workers - 4500 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Office and Clerical - 5100 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Craftspersons (Skilled) - 5200 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Operatives (Semi-skilled) - 5300 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Laborers (Unskilled) - 5400 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Service Workers - 5500 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Total | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> |

1.3 Employment of Part-Time Television and Joint Employees

Jump to question:

| Major Job Category / Job Code | African American Males | Hispanic Males | Native American Males | Asian/Pacific Males | White, Non-Hispanic Males | More Than One Race Males | Total |
|----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| Officials - 1000 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Managers - 2000 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Professionals - 3000 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Technicians - 4000 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Sales Workers - 4500 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Office and Clerical - 5100 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Craftspersons (Skilled) - 5200 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Operatives (Semi-skilled) - 5300 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Laborers (Unskilled) - 5400 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Service Workers - 5500 | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> |
| Total | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> | <input type="text" value="0"/> |

1.3 Employment of Part-Time Television and Joint Employees

Jump to question:

Major Job Category / Job Code

Persons with Disabilities

| | |
|----------------------------------|--------------------------------|
| Officials - 1000 | <input type="text"/> |
| Managers - 2000 | <input type="text"/> |
| Professionals - 3000 | <input type="text"/> |
| Technicians - 4000 | <input type="text"/> |
| Sales Workers - 4500 | <input type="text"/> |
| Office and Clerical - 5100 | <input type="text"/> |
| Craftspersons (Skilled) - 5200 | <input type="text"/> |
| Operatives (Semi-skilled) - 5300 | <input type="text"/> |
| Laborers (Unskilled) - 5400 | <input type="text"/> |
| Service Workers - 5500 | <input type="text"/> |
| Total | <input type="text" value="0"/> |

1.4 Part-Time Employment

Jump to question:

Of all the part-time employees listed in Question 1.3, how many worked less than 15 hours per week and how many worked 15 or more hours per week, but not full time?

1.4 Part-Time Employment

Jump to question:

Number working less than 15 hours per week

1.4 Part-Time Employment

Jump to question:

Number working 15 or more hours per week

1.5 Full-Time Hiring

Jump to question:

Enter the number of full-time employees in each category hired during the fiscal year. (Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)

1.5 Full-Time Hiring

Jump to question:

No full-time employees were hired (check here if applicable)

1.5 Full-Time Hiring

Jump to question:

| Major Job Category / Job Code | Minority Female | Non-Minority Female | Minority Male | Non-Minority Male | Total |
|--------------------------------------|-----------------|---------------------|---------------|-------------------|-------|
| Officials - 1000 | | | | | 0 |
| Managers - 2000 | | | | | 0 |
| Professionals - 3000 | | 1 | | | 1 |
| Technicians - 4000 | | | | | 0 |
| Sales Workers - 4500 | | | | | 0 |
| Office / Service Workers - 5100-5500 | | 2 | | | 2 |
| Total | 0 | 3 | 0 | 0 | 3 |

1.6 Full-Time and Part-Time Job Openings

Jump to question: [1.6](#)

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.

1.6 Full-Time and Part-Time Job Openings

Jump to question: [1.6](#)

Number of full-time and part-time job openings

1.7 Hiring Contractors

Jump to question: [1.7](#)

During the fiscal year, did you hire independent contractors to provide any of the following services?

1.7 Hiring Contractors

Jump to question: [1.7](#)

- Check all that apply
- None
 - Development Activities
 - Legal Services
 - Human Resources Services
 - Accounting/Payroll Services
 - Computer Operations
 - Engineering

Comments

Question Comment
No Comments for this section

2.1 Corporate Management

Jump to question: [2.1](#)

| | # of Employees | Avg. Annual Salary | Average Tenure |
|--|----------------|--------------------|----------------|
| Chief Executive Officer - TV Only | 1.00 | \$ 90,000 | 1 |
| Chief Executive Officer - Joint | | \$ | |
| Chief Operations Officer - TV Only | | \$ | |
| Chief Operations Officer - Joint | | \$ | |
| Chief Financial Officer - TV Only | 1.00 | \$ 65,629 | 12 |
| Chief Financial Officer - Joint | | \$ | |
| Chief Digital Media Operations - TV Only | | \$ | |
| Chief Digital Media Operations - Joint | | \$ | |

2.1 Corporate Management

Jump to question: [2.1](#)

Please list the Other Job titles in this sub-category not listed above

2.2 Communication and Promotions

Jump to question: [2.2](#)

| | | | |
|---|------|-----------|---|
| Publicity, Program Promotion Chief - TV Only | 1.00 | \$ 40,248 | 4 |
| Publicity, Program Promotion Chief - Joint | | \$ | |
| Communication and Public Relations, Chief - TV Only | | \$ 0 | |
| Communication and Public Relations, Chief - Joint | | \$ | |
| Head of Audience - TV Only | | \$ | |
| Head of Audience - Joint | | \$ | |
| Social Media Specialist / Manager - TV Only | | \$ | |
| Social Media Specialist / Manager - Joint | | \$ | |

2.2 Communication and Promotions

Jump to question: [2.2](#)

Please list the Other Job titles in this sub-category not listed above

2.3 Programming and Productions

Jump to question: [2.3](#)

| | | | |
|--|------|-----------|---|
| Programming Director - TV Only | 1.00 | \$ 29,120 | 1 |
|--|------|-----------|---|

| | | | |
|---|-----------------------------------|--|---------------------------------|
| Programming Director - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Production, Chief</u> - TV Only | <input type="text" value="1.00"/> | \$ <input type="text" value="65,000"/> | <input type="text" value="3"/> |
| Production, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Executive Producer</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Executive Producer - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Producer</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Producer - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Director - (Television Production ONLY)</u> | <input type="text" value="1.00"/> | \$ <input type="text" value="50,000"/> | <input type="text" value="33"/> |
| <u>Digital Content Director</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Digital Content Director - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Digital Project Manager</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Digital Project Manager - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Managing Director, Audience Engagement</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Managing Director, Audience Engagement - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |

2.3 Programming and Productions

Jump to question: [2.3](#)

Please list the Other Job titles in this sub-category not listed above

2.4 Development and Fundraising

Jump to question: [2.4](#)

| | | | |
|---|----------------------|-------------------------|----------------------|
| <u>Development, Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Development, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Member Services, Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Member Services, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Membership Fundraising, Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Membership Fundraising, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Major Giving Fundraising Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Major Giving Fundraising Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>On-Air Fundraising, Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| On-Air Fundraising, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Auction Fundraising, Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Auction Fundraising, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |

2.4 Development and Fundraising

Jump to question: [2.4](#)

Please list the Other Job titles in this sub-category not listed above

2.5 Underwriting and Grant Solicitation

Jump to question: [2.5](#)

| | | | |
|--|-----------------------------------|--|--------------------------------|
| <u>Underwriting, Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Underwriting, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Corporate Underwriting, Chief</u> - TV Only | <input type="text" value="2.00"/> | \$ <input type="text" value="31,800"/> | <input type="text" value="2"/> |
| Corporate Underwriting, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Foundation Underwriting, Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Foundation Underwriting, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Government Grants Solicitation, Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Government Grants Solicitation, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |

2.5 Underwriting and Grant Solicitation

Jump to question: [2.5](#)

Please list the Other Job titles in this sub-category not listed above

2.6 Broadcast Engineering and Information Technology

Jump to question: [2.6](#)

| | | | |
|---|----------------------|-------------------------|----------------------|
| <u>Operations and Engineering, Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Operations and Engineering, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Engineering Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Engineering Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Broadcast Engineer 1</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Broadcast Engineer 1 - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Production Engineer</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Production Engineer - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| <u>Facilities, Satellite and Tower Maintenance, Chief</u> - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Facilities, Satellite and Tower Maintenance, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |

| | | | |
|--|----------------------|-------------------------|----------------------|
| Technical Operations, Chief - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Technical Operations, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Information Technology, Director - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Information Technology, Director - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Web Administrator/Web Master - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Web Administrator/Web Master - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |

2.6 Broadcast Engineering and Information Technology

Jump to question: [2.6](#) ▼

Please list the Other Job titles in this sub-category not listed above

2.7 Journalists, Announcers, Broadcast and Traffic

Jump to question: [2.7](#) ▼

| | | | |
|--|-----------------------------------|--|--------------------------------|
| News / Current Affairs Director - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| News / Current Affairs Director - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Announcer / On-Air Talent - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Announcer / On-Air Talent - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Reporter - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Reporter - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Cinema / Videographer - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Video Film Editor - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Unit / Studio Supervisor - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Public Information Assistant - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Public Information Assistant - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Broadcast Supervisor - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Broadcast Supervisor - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Director of Continuity / Traffic - TV Only | <input type="text" value="1.00"/> | \$ <input type="text" value="34,174"/> | <input type="text" value="2"/> |
| Director of Continuity / Traffic - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |

2.7 Journalists, Announcers, Broadcast and Traffic

Jump to question: [2.7](#) ▼

Please list the Other Job titles in this sub-category not listed above

2.8 Education and Community Engagement

Jump to question: [2.8](#) ▼

| | | | |
|---|-----------------------------------|--------------------------------------|---------------------------------|
| Education, Chief - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Education, Chief - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Instructional Services Director - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Parent / Pre-School Coordinator - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Volunteer Coordinator - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Volunteer Coordinator - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Events Coordinator - TV Only | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Events Coordinator - Joint | <input type="text"/> | \$ <input type="text"/> | <input type="text"/> |
| Section 2. Average Salary Totals | <input type="text" value="9.00"/> | <input type="text" value="405,971"/> | <input type="text" value="58"/> |

2.8 Education and Community Engagement

Jump to question: [2.8](#) ▼

Please list the Other Job titles in this sub-category not listed above

Comments

Question Comment

No Comments for this section

3.1 Governing Board Method of Selection

Jump to question: [3.1](#) ▼

Enter the number of governing board members (including the chairperson and both voting and non-voting ex-officio members) who are selected by the following methods:

3.1 Governing Board Method of Selection

Jump to question: [3.1](#) ▼

Ex-Officio (Automatic membership because of another office held)

3.1 Governing Board Method of Selection

Jump to question: [3.1](#) ▼

Appointed by government legislative body (including school board) or other government official (e.g. governor)

3.1 Governing Board Method of Selection

Jump to question: [3.1](#) ▼

Elected by community/membership

3.1 Governing Board Method of Selection

Jump to question: [3.1](#) ▼

Elected by board of directors itself (self-perpetuating body)

3.1 Governing Board Method of Selection

Jump to question: [3.1](#) ▼

Other (please specify below)

3.1 Governing Board Method of Selection

Jump to question: 3.1

3.1 Governing Board Method of Selection

Jump to question: 3.1

Total number of board members (Automatic total of the above)

28

3.2 Governing Board Members

Jump to question: 3.2

Please report the racial or ethnic group of the members of your governing board by gender. Please also report the number of governing board members with a disability.

3.2 Governing Board Members

Jump to question: 3.2

For minority group identification, please refer to "Instructions and Definitions" in the Employment subsection.

3.2 Governing Board Members

Jump to question: 3.2

| | African American | Hispanic | Native American | Asian / Pacific | White, Non-Hispanic | More Than One Race | Total |
|----------------------|------------------|----------|-----------------|-----------------|---------------------|--------------------|-------|
| Female Board Members | | | | | 8 | | 8 |
| Male Board Members | | | | | 5 | | 5 |
| Total | 0 | 0 | 0 | 0 | 13 | 0 | 13 |

3.2 Governing Board Members

Jump to question: 3.2

Number of Vacant Positions

15

3.2 Governing Board Members

Jump to question: 3.2

Total Number of Board Members (Total should equal the total reported in Question 3.1.)

28

3.2 Governing Board Members

Jump to question: 3.2

Number of Board Members with disabilities

1

Comments

Question Comment

No Comments for this section

4.1 Local Community Outreach

Jump to question: 4.1

In what local community outreach or educational activities has your station been involved this year that supports unserved or underserved audiences? Please describe in detail: outcomes, audience served, community response.

Smoky Hills PBS serves 70 rural counties. Due to the isolation and low-income markers, most of our coverage population is underserved and in many cases unserved. Our Literacy Leadership program tries to serve all children in our coverage area with particular emphasis on those who are underserved. Our Literacy Leadership program is composed of three parts: the First Book Club, Share A Story, and children's educational television programs. In the First Book Club, we give books to children enrolled in Early Head Start and Head Start. In counties without either Early Head Start or Head Start, we give books to children enrolled in public preschools. The program is an effort to encourage parents to read with their children and use hands-on activities to encourage reading. Our objective is to give each child three books during the school year. These are often times that only books these children have to call their own. We were able to resume our Share-A-Story program this year where we physically go into libraries throughout our coverage area and provide books to children as well as educational activities. Finally, our children's educational television programming is the foundation of our Literacy Leadership program. Smoky Hills PBS's 64 hours per week of children's educational programming is far more than the three hours per week required by the FCC (Federal Communications Commission) and comprises 17 different programs, of which 8 are targeted toward preschool children. In addition to the main channel, Smoky Hills PBS also provides PBS Kids channel 365 days a year 24 hour a day so that kids can watch and learn when it is convenient for them.

4.2 Production Activity

Jump to question: 4.2

In what production activity has you station been involved that supports unserved or underserved audiences?

Since our population base is dominated by the under/unserved, it is our goal in all productions to serve those needs. No other television station is serving this population as a community. Through Doctors on Call and Kansas Legislature we bring western and central Kansans information that affects their daily lives and allows them to interact via the phone with medical and legislative issues. We also produce a show called "Real Ag" that helps both agriculture leaders and community members learn more about the ag industry and how it affects our small communities. Smoky Hills PBS continues to bring championship sports competitions of small schools including 3-2-1A wrestling championships, eight man football championship, and 1A State Volleyball. Most of the time the student athletes in these small schools don't get the same media attention as those living in the cities.

4.3 Program Content in Other Languages

Jump to question: 4.3

Do you provide program content in languages other than English? If so, please list your services in this area

Smoky Hills PBS does not provide program content in languages other than English at this time.

4.4 Governance Structure

Jump to question: 4.4

Please describe your station's governance structure. Please include information about your station's Board of Directors, Advisory Boards or Panels, Community Boards or Panels, and the Committee Structure under each of these entities. Your response should include but is not limited to:

- What are the direct and indirect reporting relationships?
- What committees are active and what is their function?
- Does your Board have an Audit and Finance Committee?
- What are the roles and responsibilities of these Boards, Panels and/or Committees? Etc.

Smoky Hills PBS (SHPBS) currently has 12 board members. The current active Board committees are the Executive Committee, the Finance and Audit Committee, and the Governance Committee. The Chair of the Board is a member of each board committee and the CEO is an ex-officio member of each committee. The Executive Committee is composed of the officers of the Board, the Chairperson, Vice Chair, Treasurer, Secretary and the immediate Past Chair. The officers are nominated and elected by the Board members. The Board chair assigns the various board members to the Board committees. With the exception of the Executive committee, at least one Smoky Hills PBS staff member is also assigned to each of the committees. Each committee tries to meet on a regular basis and gives a report at the next board meeting. The Chair of the Finance Committee has financial or accounting experience and is the Treasurer of the board. The station Director of Finance and Administration also is a member of this committee. The Finance Committee monitors station financial position, recommends appointment of a qualified audit firm, reviews the annual audited statements and recommends operational changes if needed. The Governance Committee recommends changes or additions to the by-laws and operating policies and nominates potential new board members. Smoky Hills PBS also has a Community Advisory Board. The Advisory Committee members do not have voting powers, but may share their comments or recommendations to the Board of Directors. The Chair of the board and CEO develop the agenda for the Board meetings that take place every other month in various locations within the coverage area. Some of the usual items on the agenda are a report by the Director of Finance and Administration on the current financial statements and a report by the CEO on current development activities and results. The CEO also gives a report to the Board on the station's activities. Each Committee Chair is asked to give a report on their activity since the last meeting. The Board of Directors also recommend possible new candidates to be on the board to the Governance committee. Letters are sent to these individuals as well as a phone call to interview them and request a resume if the candidate is interested in serving on the Board. The Governance committee recommends the slate of nominees for the Board members to review and vote on. The demographic makeup of the Board is representative of the northwest, southwest, central, and northeast regions of the station's coverage area. There are currently only 12

members on the Board but it is constantly soliciting new members. It is often difficult finding possible Board members because it can involve a 2-3 hour drive to attend the meeting. The Board term limit is 3 years and two successive terms, but members if they so desire, can be voted by the Board members to serve additional terms. Selection criteria that help the Board choose a new member sometimes depends on its present gender and demographic makeup. Other criteria are leadership abilities, type of profession and residency. The Board has been trying to get a member to represent the growing Hispanic community and was successful a few years ago, however that member had to resign due to health issues, since then the board has been unsuccessful in that effort.

4.5 Community Outreach

Jump to question: 4.5

CPB is interested in learning more about stations' significant activities planned for the upcoming year - both broadcast and beyond broadcast. What types of on-air programs and off-air activities are you planning in the upcoming year that will connect your station more closely with your community? What goals are you setting in conjunction with these initiatives, and how will you measure your success?

Smoky Hills PBS continues to look for ways to expand the productions to be more inclusive to the variety of individuals that live in the viewing area. We are narrowing down our focus to include more local productions that are relative to Kansas. Smoky Hills PBS is looking to expand our current programs that are geared toward our youth, which includes new programming as well as updates to current programming. We are placing a stronger emphasis on our KidsClub and efforts centering around providing educational opportunities to our children. SHPBS is looking for more outreach opportunities to assist us with getting more directly involved with the schools in our viewing area and by connecting with our educators we will be able to directly connect with our students. We are also placing a higher focus on member relationships. We are looking to expand our outreach to our current members as well as major donors along with establishing a yearly calendar of member outreach events. Smoky Hills PBS is also looking to continue our current productions of KS Legislature, Doctor on Call, and RealAg in effort to continue to provide real time support and information to our viewers. We are also looking to add new and updated productions in this coming year with updates to our Traveling Kansas as well as looking to bring in new informative productions to support our community needs and interests. The station team is continuing to collaborate with one another for station events that include our Quarterly Family Fun Days, Annual Pledge Events, Share-A-Story, New KidsClub events including School visits, Kids Writers Contest, as well as community collaboration efforts to show our support to local businesses. We have begun updating our marketing and social media efforts to include how our members are hearing about us to better understand which station efforts are appealing to our local communities. From this effort we will be better able to gauge which program initiatives are reaching our public as well as which initiatives are preferred.

Comments

Question Comment

No Comments for this section

5.1 Journalists

Jump to question: 5.1

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

5.1 Journalists

| Job Title | Full Time | Part Time | Contract | Male | Female | African-American | Hispanic | Native-American | Asian/Pacific |
|---|-----------|-----------|----------|------|--------|------------------|----------|-----------------|---------------|
| News Director | | | | | | | | | |
| Assistant News Director | | | | | | | | | |
| Managing Editor | | | | | | | | | |
| Senior Editor | | | | | | | | | |
| Editor | | | | | | | | | |
| Executive Producer | | | | | | | | | |
| Senior Producer | | | | | | | | | |
| Producer | | | | | | | | | |
| Associate Producer | | | | | | | | | |
| Reporter/Producer | | | | | | | | | |
| Host/Reporter | | | | | | | | | |
| Reporter | | | | | | | | | |
| Beat Reporter | | | | | | | | | |
| Anchor/Reporter | | | | | | | | | |
| Anchor/Host | | | | | | | | | |
| Videographer | | | | | | | | | |
| Video Editor | | | | | | | | | |
| Other positions not already accounted for | | | | | | | | | |
| Total | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Comments

Question Comment

No Comments for this section

6.1 Which Content Management System (CMS) is your station using?

Jump to question: 6.1

CMS is a platform that facilitates creating, editing, organizing, publishing web and mobile content.

6.1 Which Content Management System (CMS) is your station using?

Jump to question: 6.1

Check all that apply

- Grove
- Bento
- WordPress
- Drupal
- Arc
- None

6.1 Which Content Management System (CMS) is your station using?

Jump to question: 6.1

Other

6.2 Which Customer Relationship Management (CRM) System is your station using?

Jump to question: 6.2

CRM is a platform for planning and tracking direct marketing and fundraising programs and lead campaigns; managing and tracking communications with prospective and current donors/members; and serves as a database for storing user, donor and/or member data to build profiles.

6.2 Which Customer Relationship Management (CRM) System is your station using?

Jump to question: 6.2

Check all that apply

- CDP
- Salesforce
- Blackbaud
- Carl Bloom
- Roi Solutions
- Hubspot
- Adobe
- SAP
- None

6.2 Which Customer Relationship Management (CRM) System is your station using?

Jump to question: 6.2

Other

Allegiance

6.3 Which Email Service Provider (ESP) is your station using?

Jump to question: 6.3

ESP is a platform that provides services and templates for developing, launching, tracking email campaigns and email marketing activities.

6.3 Which Email Service Provider (ESP) is your station using?

Jump to question: 6.3

Check all that apply

- Mailchimp
- Hubspot
- Constant Contact
- GoDaddy
- None

6.3 Which Email Service Provider (ESP) is your station using?

Jump to question: 6.3

Other

6.4 Which Marketing Automation Platform is your station using?

Jump to question: 6.4

Marketing Automation Platform is a platform to automate marketing actions or tasks, streamline marketing workflows, and measure the outcomes of marketing campaigns. These tools provide a central marketing database for all marketing information and interactions, create segmented, personalized, and timely marketing experiences for donors and members. They also provide automation features across multiple aspects of marketing including email, social media, lead generation, direct mail, digital advertising, and more.

6.4 Which Marketing Automation Platform is your station using?

Jump to question: 6.4

Check all that apply

- Mailchimp Marketing Platform
- Hubspot Marketing Hub
- Active Campaign
- Adobe
- Piano.io
- None

6.4 Which Marketing Automation Platform is your station using?

Jump to question: 6.4

Other

Comments

Question Comment

No Comments for this section